

# Leadership Link

OCTOBER/NOVEMBER 2004

Web site: [www.lincoln.ne.gov/city/person/NMA\\_L/index.htm](http://www.lincoln.ne.gov/city/person/NMA_L/index.htm)

## CALENDAR OF EVENTS

**Dec. 7**  
**Lunch, 11:30 AM**  
**Jim Fram, LCC president**  
**Cedars-Northbridge**  
**Community Center**

**Dec. 16**  
**Monthly Board Meeting**  
**11:30 to 12:30 p.m.**  
**Co/City Bldg, Rm# 106**

**Jan. 11**  
**Breakfast, 7:30 AM**  
**"The Slight Edge"**  
**John Dumonceaux**

**Jan. 20**  
**Monthly Board Meeting**  
**11:30 to 12:30 p.m.**  
**Co/City Bldg, Rm# 106**

**Feb. 1**  
**Lunch, 11:30 AM**  
**"Life Transitions"**  
**Cindy Kallif**

**Feb. 17**  
**Monthly Board Meeting**  
**11:30 to 12:30 p.m.**  
**Co/City Bldg, Rm# 106**

**March 1**  
**Breakfast, 7:30 AM**  
**"Performance is the Target!"**  
**Jane Weddle**



**Leadership Link**  
**Chapter #517**  
**P.O. Box 85224**  
**Lincoln NE**  
**68501-5224**  
**[www.nma1.org](http://www.nma1.org)**

**Volume 8, Issue 6**

## Domestic Violence: Corporate Taboos Reflect Myths

October is Domestic Violence Awareness Month.

Unfortunately, the reports of incidents continue to increase nationwide.

Domestic violence lives in every neighborhood on every street, rich or poor, young or old, adult or child, professional or unemployed. It matters not the color of skin nor the language spoken, battering continues as a way of life from a culture practiced from the dawn of mankind.

But, what does matter is our perception of the issue, our willingness to change another person's life, lend a hand to an employee, a coworker, or a supervisor.

According to the American Institute on Domestic Violence, homicide is the leading cause of death to women in the workplace as a direct result of domestic violence. Partners and boyfriends commit 13,000 acts of violence against women in the workplace every year. Studies indicate that of battered workers, 96% experience problems at work due to abuse, 74% are harassed while at work by their abuser, 56% are late to work, 28% leave work early, and 54% miss

entire days of work.

Knowing the myths will help break corporate taboos on domestic violence in the workplace.

Myth: We don't need to train our staff about domestic violence. That is a personal issue that has nothing to do with the workplace.

Fact: By ignoring the direct and indirect effects of domestic violence on employees, business owners lose between \$3 and \$5 billion annually for medical costs alone. In addition, employers forfeit another \$100 million in lost wages and lost work associated with domestic violence in the workplace. Domestic violence does effect your bottom line.

Myth: If a victim of domestic violence wants help, we have Human Resource staff available. All the battered worker has to do is ask!

Fact: Battered workers usually will not approach their employer for help. Research on battered women demonstrates the primary reason the victim does not disclose abuse at home is fear of job loss or retribution. Remember, her job may represent her only independence from the batterer.

### *Your Corporate Peers*

- 66% of senior executives surveyed agreed that their company's financial performance would benefit from addressing the issue of domestic violence among its employees.
- 94% of corporate security directors rank domestic violence as a high security risk.
- 78% of Human Resource Directors identify domestic violence as a substantial employee problem.
- 40% of corporate leaders are personally aware of specific employees who are affected by domestic violence.
- 49% of senior executives said that domestic violence has a harmful effect on their company's productivity.
- 47% admit partner violence negatively impacts employee attendance.

Myth: All we can do is offer EAP services. Beyond that, we don't have any financial liability.

Fact: Current jury awards to victims, co-workers and their estates have ranged from \$25,000 to several million dollars, paid by employers who failed to properly and adequately address domestic violence in the workplace.

Myth: If she does not ask for help, she must not want to leave the abusive relationship.

Fact: Battered women stay in abusive relationships for many reasons, especially financial resources and their children.

## December Luncheon Meeting

**Jim Fram, president**  
**Lincoln Chamber of Commerce**

**Tuesday,**  
**December 7, 2004**  
**11:30 a.m.**

**Cedars Northbridge**  
**Community Center**

**1533 N. 27th Street (27th & Holdrege)**  
**Cost: \$9.25**

**Lunch includes: Lasagne, garlic bread,**  
**salad, tea or coffee, and dessert**  
**Mr. Fram will be providing an update on**  
**chamber activities and economic**  
**development issues facing the community**  
**RSVP to Steve Owen by December 3.**

**[sowen@ci.lincoln.ne.us](mailto:sowen@ci.lincoln.ne.us)**  
**441-5925**



**OCTOBER /  
NOVEMBER 2004**

**LEADERSHIP LINK  
EXECUTIVE BOARD**

Meetings held the third  
Thursday of the month

**President**

E.J. Schumaker, 441-8036

**President Elect**

Julia Peter, 441-7463

**Secretary**

Mary Lowe, 441-7540

**Treasurer**

Karen Eurich, 441-7886

**Past President**

Colleen Floth, 441-8690

**Awards Committee**

Pat Kant, 441-7880

**Community Services**

Donna Barrett, 441-6157

Renee Savidge, 441-7811

**Member Relations**

Steve Owen, 441-5925

**Program Committee**

Colleen Andrews, 441-3846

**Professional Development**

Terri Storer, 441-7269

**Public Relations/Web Site**

Diane Mullins, 441-7717

Doug Thorpe, 441-7531

**Nebraskaland Council**

Colleen Floth, 441-8690

Kent Imig, 441-7082

EJ Schumaker, 441-8036

**National Director**

Jan Lehmkuhl, 479-5714

**Associate Director**

EJ Schumaker, 441-8036

**Leadership Link News**

*President's Report*  
*EJ Schumaker*



By [eschumaker@ci.lincoln.ne.us](mailto:eschumaker@ci.lincoln.ne.us)

Hello Leadership Link Members!

I have great news to share with you.

In addition to our chapter receiving the Management Week Certificate and Proclamation, we have **just received several awards at the National Level.**

For a second time, we have received the **"2004 Outstanding Chapter Award."** This award has been achieved through accurate recording on the R-1 report (Thank you Pat Kant & Julie Peter).

For the first time ever, we have received the **"Community Services Award 2004,"** which is an impressive plaque recognizing our member's participation in the community. This award is achieved by accurately recording (Thank you Donna Barrett) our members charitable activities in the community.

Our chapter is categorized as a Group Size 5 (in comparison to other chapters across the nation) at the national level, and receiving these two awards is quite an accomplishment.

You can view them at our December luncheon meeting on Tuesday, December 7, at 11:30 a.m. Our speaker will be Jim Fram - Lincoln Chamber of Commerce and the meeting will be held at Cedars Northbridge Community Center. Please e-mail Steve Owen with your reservation.

Your Board of Directors are striving to serve you with excellence, and the attainment of these awards are proof we are reaching our goals. With your continued support and attendance at meetings, we will grow strong in our chapter purpose. According to our bylaws that purpose is to:

1. Provide opportunities for the personal and professional development of all local government employees;
2. Develop a professional spirit and understanding of management as a profession within a local government setting;
3. Provide management training and education for local government personnel;
4. Provide opportunity for exchange of ideas of local government;
5. Encourage the spirit of cooperation and interaction among members at all levels of local government and;
6. Make local government more efficient and effective.

Have a safe and  
Happy Holiday season.

## Community Service

By [d Barrett@lincoln.ne.gov](mailto:d Barrett@lincoln.ne.gov) & [rsavidge@lincoln.ne.gov](mailto:rsavidge@lincoln.ne.gov)

**A big THANK YOU** to all who participated in the Making Strides Against Breast Cancer walk on Sunday, October 17 at Holmes Lake Park. City Leaders team, Donna Barrett, Karen Eurich, who raised the most money, Jill Weyers, and Renee Savidge-Urdiales, raised approximately \$375.00! Way to go, girls!

What are our members doing in the community?

**MENTORING:** Kent Imig and John Reid continue to be Mentors for the Teammates Program. This mentoring program was started by Tom and Nancy Osborne through a Venture in Partnership program with LPS. Mentors are matched with students. Kent and John will be meeting one hour per week with their student at school, as long as school is in session. Suzy Campbell is a mentor for school children with emotional needs. She also provides respite for parents of special needs children each month.

**MEMORY WALK:** Again this year, Donna Barrett and Susan Campbell were team captains for the Alzheimer's Association Memory Walk on September 19<sup>th</sup> at Antelope Park. Contributions were collected for research and caregivers.

**SAFE QUARTERS:** On Sunday, October 3, Larry Worth, along with more than 1,500 volunteers canvassed neighborhoods with one purpose: to help battered women and their children rebuild their lives, free from violence.

**OTHER SERVICE EVENTS:** EJ Schumaker & Molly participated in the Great Pumpkin Walk. Colleen Andrews volunteers for the Coalition for Adult Health Promotion (COAHP). She also provides WPS (Widowed Persons Services) outreach and training.

The Lifetime Health Division of Aging Services kept busy in August. Peggy Apthorpe, Jan Ekeler and Tracie Foreman presented health education programs at senior centers in Firth, Lincoln, Panama, and Hickman. These programs/presentations were entitled: Touched by the Light, Friendship, West Nile Virus, Pain Management, Exercise, Laughter for Alzheimer's Support Group, and American Customs Presentation for the Faces of the Middle East. Caregiver Support Services were provided at the Valparaiso and David City Senior Centers. These services included assessments, consultations, home and phone visits, and referrals.

--Donna & Renee

(Contact Renee or I to report your activity or to get involved at 441-6157 or 441-7811).

# Nebraskaland Council News

By [cfloth@ci.lincoln.ne.gov](mailto:cfloth@ci.lincoln.ne.gov)

As the Holiday season draws neigh, visions of sugar plums dancing on our heads becomes dreams of professional development goals and fatter paychecks. Mark your 2005 calendars now with these very important events!

The National Management Association will be offering a Dale Carnegie course. NO dates have been set as yet, but information should be coming sometime after the New Year. Let us know if you are interested!

The National NMA conference will be held in Reno, Nevada, from October 1 through 3, 2005, at the Golden Nugget Casino & Hotel. The cost of room rental is \$109.00 per night.

The Regional NMA Conference is scheduled for April 20 to 24, 2005, in Columbus, Ohio. Historically speaking, our chapter's President Elect attends this conference annually and brings back information to share with us on the local level.

We again will be offering a Certified Managers program (CM). In lieu of the fact that the CM program has changed from previous years, the Nebraskaland Council had to also make some minor adjustments in what they can offer to persons interested in becoming certified.

In an effort to make the course accessible and affordable to everyone, two options are available to participants. However, an individual must complete the three tests within a time period of 18 months.

1. **SELF-STUDY PACKET:** An individual can purchase the complete package, which includes application fees, three manuals for three separate courses, and being tested on-line via your computer. The total cost is \$535.

2. **PAY AS U-GO:** With this option, payment is made as you complete one course at a time. An application fee of \$75 is due and payable at the time of CM registration. The cost for each course is \$75 and the exam is \$95. Participants must complete all three courses and tests to become certified.

A lot of discussion took place at the last Council meeting of what the Council wanted and could do to help members get their CM. Jan Lehmkuhl stated that she had spoke to many currently certified managers to get their opinions on the effectiveness of using study groups. Most of these individuals



Nebraskaland Council delegate, Colleen Floth, awaits your phone call/e-mail to register for the next Certified Manager's program beginning in 2005.

reported the study groups had been beneficial in preparing for tests. Therefore, the Council approved study group sessions at the cost of \$25 and \$60 for non-members. Study group fees are refundable after certification. The Council must have a minimum of eight participants to schedule a CM study group.

Hopefully, plans call to begin the CM program in January 2005. Based on

participant's performance in previous years, it should take approximately 18 weeks to earn a certification in management. The two-hour study group meets weekly over a five week period. These classes are generally held in the evenings or on weekends after working hours. Brochures will be sent to all members.

The Nebraskaland Council hopes to establish a strong tie with Lincoln and Beatrice Chapter liaisons to encourage participation and certification among members.

-- Colleen Floth

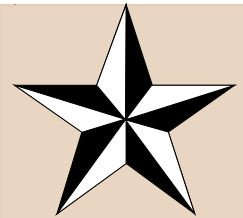
## Yes Operator, Connect Me to IRAQ!

As the holidays creep up on us, it's time for us leaders to help the less fortunate! The Journal-Star newspaper listed 57 items to donate in the November 22<sup>nd</sup> publication. One of particular interest was the story about Jake, who is stationed in Iraq, a world away from his wife, Katie, and their two young children. Money is tight for Katie. Her Holiday wish was to call Jake and tell him how their children are doing.

Please bring a few extra bucks to our December meeting to go toward prepaid International phone cards for those who need to talk to loved ones in Iraq.

--Donna Barrett

**NO SHOW POLICY:** Any guest who reserves a ticket/seat to attend a Leadership Link luncheon/breakfast meeting, and fails to cancel the reservation by the RSVP deadline and/or fails to attend, will be considered a "No Show." An invoice will be issued for the price of the missed meal. Any member who attends, but failed to reserve a seat may be subject to purchasing their own meal independently, thus no price is guaranteed. This No Show Policy will ensure that Leadership Link isn't overcharged for the number of meals served and consumed by its members.



**OCTOBER /**

**NOVEMBER 2004**

*Leadership Link was scheduled to receive NMA's Outstanding Award at the national conference scheduled last September in New Orleans. Jan Lehmkuhl, National Director, planned on accepting the award on behalf of our chapter. However, on September 15, 2004, the Conference was cancelled due to Hurricane Ivan, evacuations were ordered and the hotel ran on a skeleton crew. Hopefully, the conference will be rescheduled at a later date, but at this time, National organizers are not sure when this will happen. Fortunately, we did receive our award and encourage you to view it at the next program luncheon.*

-- Colleen Floth

*As incredible as it sounds, men and women of Europe took baths only twice a year! (May and October) Women kept their hair covered, while men shaved their heads - because of lice and bugs - and wore wigs. Wealthy men could afford good wigs made from wool. The wigs couldn't be washed, so to clean them they could carve out a loaf of bread, put the wig in the shell, and bake it for 30 minutes. The heat would make the wig big and fluffy, hence the term big wig." Today we often use the term "here comes the Big Wig" because someone appears to be or is powerful and wealthy.*



## N. M. A. CODE OF ETHICS

- *I will recognize that all individuals inherently desire to practice their occupations to the best of their ability*
- *I will assume that all individuals want to do their best.*
- *I will maintain a broad and balanced outlook and will recognize value in the ideas and opinions of others.*
- *I will be guided in all my activities by truth, accuracy, fair dealing and good taste.*
- *I will keep informed on the latest developments in techniques, equipment, and processes.*
- *I will recommend or initiate methods to increase productivity and efficiency.*
- *I will support efforts to strengthen the management professional through training and education.*
- *I will help my associates reach personal and professional fulfillment.*
- *I will earn and carefully guard my reputation for good moral character and good citizenship.*
- *I will promote the principles of our American Enterprise System to others, by highlighting its accomplishments and displaying confidence in its future.*

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## Officer Spotlight

By Julia Peter, President Elect



**If you could take a famous person to dinner, who would it be and why?** I would like to go to lunch with Laura Bush. I feel that she would be very interesting to talk to on a variety of topics, such as, education of our children, her personal religious views, being married to a President of the United

States, etc.

**In your free time, what hobbies, interests or passions do you pursue?** I like to read a variety of types of literature, such as the Bible, fiction, and non-fiction. I also enjoy time with my family, especially my grandson and granddaughter.

**Your favorite restaurant(s)?** I enjoy almost all types of restaurants. Although I do enjoy cooking, I find eating out with family and friends is more relaxing than eating at home.

**Why did you join Leadership Link and become an officer?** I joined Leadership Link originally at the urging of my then Deputy Register of Deeds, Maura Tolzin. I joined for the learning possibilities, meeting other County and City employees, and networking. I became an officer because Betty Surls asked me and I felt it would stretch my knowledge of the organization and myself.

**If you could build your dream house anywhere in the world, where would it be and why?**

Of the places that I have visited so far, I would love to live on the Island of St. Thomas. I found it very beautiful and the people friendly.

**What is your horoscope sign and does it fit you?**

I am an Aries. My sign doesn't fit me very well.



Season's Greetings!  
Happy Holidays!

**Quote of the Month**  
**You can't climb uphill by  
thinking downhill thoughts,**  
**-unknown**

## Great News

Our Chapter has received, for the first time, the **National Award** for Community Service. It's such a good feeling to practice good deeds in our community and to be able to help others. This award is the result of our collective efforts from July 2003 through June 2004. Just look at what we have done!

- Donna Barrett

- Lincoln Food Bank Drive
- Safe Quarters
- Cystic Fibrosis
- Breast Cancer Walk
- Heart Walk
- Fresh Start Home
- Health Fairs
- Health Education
- Nursing Consults
- Health Screenings
- Alzheimer's Memory Walk
- Flu Shots
- Pneumonia Shots for United Way/CHAD
- Teammates Program (mentoring program/LPS)

*Editor's Note: Nope, I didn't lose your subscription or forget your membership! The Link Newsletter was not published in September due to work obligations. My apologies to Link members. This combo issue, October/November, should bring us all up to speed. Thanks for your patience. Diane M.*

## N. M. A. STATEMENT OF PRINCIPLES

*NMA is dedicated to managerial excellence, personal and professional growth, and leadership development. The following principles identify NMA's core beliefs and provide the basis for the Association's Mission Statement.*

- *We believe in the highest standards of personal and organizational integrity and respect for the individual.*
- *We believe in lifelong learning, continuous improvement, and the development of a workforce capable of sustaining a competitive posture in the global economy.*
- *We believe management is a creative, dynamic, and essential process enabling people to achieve personal and organizational objectives.*
- *We believe that managerial responsibility is shared among all individuals at all levels of the organization and that leadership is critical to management success.*
- *We believe that individuals and organizations have a community and civic responsibility.*